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DIASA-1 [redacted] nlg/57923/10 Sep 64

FILE DESIGNATION
SA/I

11 SEP 1964

U-1506/SA-1

SUBJECT: Request for Exemption from Appointment Procedures
for Employment in the Excepted Service

TO: Director
Bureau of Programs and Standards
U. S. Civil Service Commission
Washington, D. C. 20415

1. Reference is made to our letter of 18 August 1964 requesting exception to certain requirements of Subpart C and D of Part 302 of the Commission's regulations and a telephone request from Miss Wakefield for additional information.

2. The Agency's justification for exemption from the appointment procedures in Subparts C and D are:

a. The extremely stringent security clearance requirements of the Agency. Every applicant or candidate for employment is subjected to a complete background investigation prior to employment. There are no exceptions. Even the slightest deviation from established criteria results in complete rejection.

b. As a result of the stringent security standards, the Agency is consistently required to review and evaluate an unusually large number of applications. Our recruiting activity must recruit, interview and nominate for appointment an excessive number of candidates for unique and highly-skilled, specialized positions than are normally required by other Federal Agencies. Even our routine jobs present real problems, i.e., in initially hiring two laborers for work in highly classified areas, over 100 applicants were screened and interviewed.

c. Basically, it is our opinion that the establishing of unnecessary procedural requirements such as numerical ratings would create an excessive workload of limited value. Our overall qualifications requirements result in only top quality personnel being hired. There would be little, if any, value in numerically rating in addition to the thorough security screening imposed by the Agency.

3. We appreciate your sincere interest in our problems and would be most happy to discuss it further if you desire.

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Chief
Civilian Personnel Division

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Coordination cy
Reading File cy

RETURN FOR FILING TO

Enclosure 3



UNITED STATES CIVIL SERVICE COMMISSION
WASHINGTON, D.C. 20415

IN REPLY PLEASE REFER TO

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YOUR REFERENCE

OCT 14 1964

Chief, Civilian Personnel Division
Defense Intelligence Agency
Department of Defense
Washington, D. C. 20301

Dear [redacted]

This will reply to your letter of August 18 and memorandum of September 11, 1964, asking that appointments in your agency which are made under section 213.3106(a) of the regulations be exempted from the appointment procedures prescribed for excepted positions in Subparts C and D of Part 302 of the regulations.

It is our understanding that your request for approval to make appointments to Schedule A positions under the procedures specified by Section 302.101(d)(6) means that you will give veteran applicants first consideration for every position for which they are qualified, cleared, and available and that you will follow the requirements of Section 302.101(d)(6) by making available to any non-selected veteran, at his request, a copy of the reasons for his non-selection.

The Commission has, therefore, approved exemption from the procedures of Subpart C and D contingent upon your continued observance of the requirements of Section 302.101(d)(6) with respect to following the principles of veteran preference as far as administratively feasible and, on request of a qualified and available preference eligible, furnishing him with the reasons for his non-selection.

By direction of the Commission:

Sincerely yours,

O. Glenn Stahl
Director.

Bureau of Programs and Standards

213.3106(d)(1)

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